

PRESIDENT: Senator Coordsen, are you going to handle those? Okay.

SENATOR COORDSEN: Mr. President and members of the body, the Business and Labor amendment is printed in the book, and on page 4, line 15, after "occupation" the amendment reads: Disability shall not include an addiction to alcohol, controlled substances, or gambling which is currently being practiced by the employee. For the purpose of this subdivision, "does not reasonably preclude" shall mean that an employer shall not be subject to more than de minimus expenses. This bill, by changing the Nebraska definition of disability, brings up to us the problem of that we have no reasonable accommodation standard in Nebraska. This bill will establish that particular situation in the workplace. The amendments are the result of a committee hearing and they are to make sure that the employers are responsible only for de minimus expenses and that we don't want a suit brought that would require substantial investment on the part of an employer in order to comply with the reasonable accommodation change that is made in statute. So this is similar language to federal law but federal law only applies to employers dealing and contracting with the federal government, this would apply to all employers in the State of Nebraska in accommodating for handicapped people. So, with that, I would move the amendment.

PRESIDENT: Thank you. The question is the adoption of the committee amendments. All those in favor vote aye, opposed nay. Record, Mr. Clerk, please.

CLERK: 26 ayes, 0 nays, Mr. President, on the adoption of the committee amendments.

PRESIDENT: The committee amendments are adopted. Senator McFarland, on the advancement of the bill.

SENATOR MCFARLAND: Thank you, Mr. President. Fellow senators, this is a bill that was suggested by the Nebraska Equal Opportunity Commission. It brings some consistency to the statutes in that Fair Employment Practices Act. I think with the amendment we have allayed any concern about there being substantial or excessive costs by employers in order to accommodate to a handicapped or a disabled employee. I think in this fashion it is a good amendment, it is a good bill and I